



STATE OF FLORIDA INCENTIVES AVERAGE WAGE REQUIREMENTS

2019 Average Annual County Wage Data

Effective January 1, 2021

	Average Annual Wage ²	Hourly Wage	115% of Avg. Annual Wage	Hourly Wage	125% of Avg. Annual Wage	Hourly Wage	150% of Avg. Annual Wage	Hourly Wage	200% of Avg. Annual Wage	Hourly Wage
STATEWIDE	\$51,192	\$24.61	\$58,871	\$28.30	\$63,990	\$30.76	\$76,788	\$36.92	\$102,384	\$49.22
ALACHUA	\$43,126	\$20.73	\$49,595	\$23.84	\$53,908	\$25.92	\$64,689	\$31.10	\$86,252	\$41.47
BAKER	\$31,371	\$15.08	\$36,077	\$17.34	\$39,214	\$18.85	\$47,057	\$22.62	\$62,742	\$30.16
BAY	\$41,904	\$20.15	\$48,190	\$23.17	\$52,380	\$25.18	\$62,856	\$30.22	\$83,808	\$40.29
BRADFORD	\$36,510	\$17.55	\$41,987	\$20.19	\$45,638	\$21.94	\$54,765	\$26.33	\$73,020	\$35.11
BREVARD	\$51,177	\$24.60	\$58,854	\$28.29	\$63,971	\$30.76	\$76,766	\$36.91	\$102,354	\$49.21
BROWARD	\$53,916	\$25.92	\$62,003	\$29.81	\$67,395	\$32.40	\$80,874	\$38.88	\$107,832	\$51.84
CALHOUN	\$31,879	\$15.33	\$36,661	\$17.63	\$39,849	\$19.16	\$47,819	\$22.99	\$63,758	\$30.65
CHARLOTTE	\$39,216	\$18.85	\$45,098	\$21.68	\$49,020	\$23.57	\$58,824	\$28.28	\$78,432	\$37.71
CITRUS	\$37,872	\$18.21	\$43,553	\$20.94	\$47,340	\$22.76	\$56,808	\$27.31	\$75,744	\$36.42
CLAY	\$39,605	\$19.04	\$45,546	\$21.90	\$49,506	\$23.80	\$59,408	\$28.56	\$79,210	\$38.08
COLLIER	\$49,547	\$23.82	\$56,979	\$27.39	\$61,934	\$29.78	\$74,321	\$35.73	\$99,094	\$47.64
COLUMBIA	\$36,462	\$17.53	\$41,931	\$20.16	\$45,578	\$21.91	\$54,693	\$26.29	\$72,924	\$35.06
DESOTO	\$36,567	\$17.58	\$42,052	\$20.22	\$45,709	\$21.98	\$54,851	\$26.37	\$73,134	\$35.16
DIXIE	\$33,512	\$16.11	\$38,539	\$18.53	\$41,890	\$20.14	\$50,268	\$24.17	\$67,024	\$32.22
DUVAL	\$54,489	\$26.20	\$62,662	\$30.13	\$68,111	\$32.75	\$81,734	\$39.29	\$108,978	\$52.39
ESCAMBIA	\$45,074	\$21.67	\$51,835	\$24.92	\$56,343	\$27.09	\$67,611	\$32.51	\$90,148	\$43.34
FLAGLER	\$34,648	\$16.66	\$39,845	\$19.16	\$43,310	\$20.82	\$51,972	\$24.99	\$69,296	\$33.32
FRANKLIN	\$31,630	\$15.21	\$36,375	\$17.49	\$39,538	\$19.01	\$47,445	\$22.81	\$63,260	\$30.41
GADSDEN	\$36,037	\$17.33	\$41,443	\$19.92	\$45,046	\$21.66	\$54,056	\$25.99	\$72,074	\$34.65
GILCHRIST	\$33,017	\$15.87	\$37,970	\$18.25	\$41,271	\$19.84	\$49,526	\$23.81	\$66,034	\$31.75
GLADES	\$44,645	\$21.46	\$51,342	\$24.68	\$55,806	\$26.83	\$66,968	\$32.20	\$89,290	\$42.93
GULF	\$38,404	\$18.46	\$44,165	\$21.23	\$48,005	\$23.08	\$57,606	\$27.70	\$76,808	\$36.93
HAMILTON	\$47,664	\$22.92	\$54,814	\$26.35	\$59,580	\$28.64	\$71,496	\$34.37	\$95,328	\$45.83
HARDEE	\$34,422	\$16.55	\$39,585	\$19.03	\$43,028	\$20.69	\$51,633	\$24.82	\$68,844	\$33.10
HENDRY	\$39,103	\$18.80	\$44,968	\$21.62	\$48,879	\$23.50	\$58,655	\$28.20	\$78,206	\$37.60
HERNANDO	\$36,749	\$17.67	\$42,261	\$20.32	\$45,936	\$22.08	\$55,124	\$26.50	\$73,498	\$35.34
HIGHLANDS	\$34,518	\$16.60	\$39,696	\$19.08	\$43,148	\$20.74	\$51,777	\$24.89	\$69,036	\$33.19
HILLSBOROUGH	\$56,159	\$27.00	\$64,583	\$31.05	\$70,199	\$33.75	\$84,239	\$40.50	\$112,318	\$54.00
HOLMES	\$29,130	\$14.00	\$33,500	\$16.11	\$36,413	\$17.51	\$43,695	\$21.01	\$58,260	\$28.01
INDIAN RIVER	\$43,178	\$20.76	\$49,655	\$23.87	\$53,973	\$25.95	\$64,767	\$31.14	\$86,356	\$41.52
JACKSON	\$34,246	\$16.46	\$39,383	\$18.93	\$42,808	\$20.58	\$51,369	\$24.70	\$68,492	\$32.93
JEFFERSON	\$34,028	\$16.36	\$39,132	\$18.81	\$42,535	\$20.45	\$51,042	\$24.54	\$68,056	\$32.72
LAFAYETTE	\$28,444	\$13.68	\$32,711	\$15.73	\$35,555	\$17.09	\$42,666	\$20.51	\$56,888	\$27.35
LAKE	\$38,477	\$18.50	\$44,249	\$21.27	\$48,096	\$23.12	\$57,716	\$27.75	\$76,954	\$37.00



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STATEWIDE	\$51,192	\$24.61	\$58,871	\$28.30	\$63,990	\$30.76	\$76,788	\$36.92	\$102,384	\$49.22
LEE	\$44,486	\$21.39	\$51,159	\$24.60	\$55,608	\$26.73	\$66,729	\$32.08	\$88,972	\$42.78
LEON	\$44,156	\$21.23	\$50,779	\$24.41	\$55,195	\$26.54	\$66,234	\$31.84	\$88,312	\$42.46
LEVY	\$33,099	\$15.91	\$38,064	\$18.30	\$41,374	\$19.89	\$49,649	\$23.87	\$66,198	\$31.83
LIBERTY	\$40,244	\$19.35	\$46,281	\$22.25	\$50,305	\$24.19	\$60,366	\$29.02	\$80,488	\$38.70
MADISON	\$32,243	\$15.50	\$37,079	\$17.83	\$40,304	\$19.38	\$48,365	\$23.25	\$64,486	\$31.00
MANATEE	\$43,596	\$20.96	\$50,135	\$24.10	\$54,495	\$26.20	\$65,394	\$31.44	\$87,192	\$41.92
MARION	\$38,967	\$18.73	\$44,812	\$21.54	\$48,709	\$23.42	\$58,451	\$28.10	\$77,934	\$37.47
MARTIN	\$43,007	\$20.68	\$49,458	\$23.78	\$53,759	\$25.85	\$64,511	\$31.01	\$86,014	\$41.35
MIAMI-DADE	\$55,508	\$26.69	\$63,834	\$30.69	\$69,385	\$33.36	\$83,262	\$40.03	\$111,016	\$53.37
MONROE	\$41,119	\$19.77	\$47,287	\$22.73	\$51,399	\$24.71	\$61,679	\$29.65	\$82,238	\$39.54
NASSAU	\$39,623	\$19.05	\$45,566	\$21.91	\$49,529	\$23.81	\$59,435	\$28.57	\$79,246	\$38.10
OKALOOSA	\$44,703	\$21.49	\$51,408	\$24.72	\$55,879	\$26.86	\$67,055	\$32.24	\$89,406	\$42.98
OKEECHOBEE	\$35,868	\$17.24	\$41,248	\$19.83	\$44,835	\$21.56	\$53,802	\$25.87	\$71,736	\$34.49
ORANGE	\$51,034	\$24.54	\$58,689	\$28.22	\$63,793	\$30.67	\$76,551	\$36.80	\$102,068	\$49.07
OSCEOLA	\$37,462	\$18.01	\$43,081	\$20.71	\$46,828	\$22.51	\$56,193	\$27.02	\$74,924	\$36.02
PALM BEACH	\$55,649	\$26.75	\$63,996	\$30.77	\$69,561	\$33.44	\$83,474	\$40.13	\$111,298	\$53.51
PASCO	\$40,248	\$19.35	\$46,285	\$22.25	\$50,310	\$24.19	\$60,372	\$29.03	\$80,496	\$38.70
PINELLAS	\$50,418	\$24.24	\$57,981	\$27.88	\$63,023	\$30.30	\$75,627	\$36.36	\$100,836	\$48.48
POLK	\$43,365	\$20.85	\$49,870	\$23.98	\$54,206	\$26.06	\$65,048	\$31.27	\$86,730	\$41.70
PUTNAM	\$37,264	\$17.92	\$42,854	\$20.60	\$46,580	\$22.39	\$55,896	\$26.87	\$74,528	\$35.83
SANTA ROSA	\$37,748	\$18.15	\$43,410	\$20.87	\$47,185	\$22.69	\$56,622	\$27.22	\$75,496	\$36.30
SARASOTA	\$47,132	\$22.66	\$54,202	\$26.06	\$58,915	\$28.32	\$70,698	\$33.99	\$94,264	\$45.32
SEMINOLE	\$50,314	\$24.19	\$57,861	\$27.82	\$62,893	\$30.24	\$75,471	\$36.28	\$100,628	\$48.38
ST JOHNS	\$45,374	\$21.81	\$52,180	\$25.09	\$56,718	\$27.27	\$68,061	\$32.72	\$90,748	\$43.63
ST LUCIE	\$40,640	\$19.54	\$46,736	\$22.47	\$50,800	\$24.42	\$60,960	\$29.31	\$81,280	\$39.08
SUMTER	\$41,257	\$19.84	\$47,446	\$22.81	\$51,571	\$24.79	\$61,886	\$29.75	\$82,514	\$39.67
SUWANNEE	\$33,930	\$16.31	\$39,020	\$18.76	\$42,413	\$20.39	\$50,895	\$24.47	\$67,860	\$32.63
TAYLOR	\$41,342	\$19.88	\$47,543	\$22.86	\$51,678	\$24.84	\$62,013	\$29.81	\$82,684	\$39.75
UNION	\$36,402	\$17.50	\$41,862	\$20.13	\$45,503	\$21.88	\$54,603	\$26.25	\$72,804	\$35.00
VOLUSIA	\$40,482	\$19.46	\$46,554	\$22.38	\$50,603	\$24.33	\$60,723	\$29.19	\$80,964	\$38.93
WAKULLA	\$36,771	\$17.68	\$42,287	\$20.33	\$45,964	\$22.10	\$55,157	\$26.52	\$73,542	\$35.36
WALTON	\$40,120	\$19.29	\$46,138	\$22.18	\$50,150	\$24.11	\$60,180	\$28.93	\$80,240	\$38.58
WASHINGTON	\$33,088	\$15.91	\$38,051	\$18.29	\$41,360	\$19.88	\$49,632	\$23.86	\$66,176	\$31.82

¹ All incentives applications received on or after January 1, 2021 will be subject to the new 2019 wages.

² Florida Department of Economic Opportunity, Labor Market Statistics Center, Quarterly Census of Employment and Wages Program, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.